



## Equality Policy

	Reviewed:	1/9/2025
	Next Review:	Autumn 2027
Mr M. Frew	Chair of Governors	<i>Morrison W. Frew.</i>
Miss K. Lawlor	Headteacher	<i>K S Lawlor</i>

This policy reflects our commitment to ensuring that Gowerton School is an inclusive, welcoming, and respectful learning environment for everyone.

## 1. Policy Statement

At Gowerton School, we are committed to promoting equality, diversity, and inclusion in all aspects of school life. We believe that every member of our school community, regardless of background, should feel valued, supported, and able to succeed. We aim to eliminate discrimination, advance equality of opportunity, and foster good relations between people of different backgrounds.

## 2. Legal Framework

This policy is in line with:

- **The Equality Act 2010**
- **The Welsh Government's Strategic Equality Plan**
- **Human Rights Act 1998**
- **UN Convention on the Rights of the Child (UNCRC)**

The protected characteristics under the Equality Act are:

- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

## 3. Aims of the Policy

The policy aims to:

- Eliminate discrimination, harassment, and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between different groups, promoting tolerance and understanding.
- Ensure that our school environment and curriculum promote diversity, reflect the multicultural society we live in, and are accessible to all pupils and staff.

## 4. Roles and Responsibilities

- **Governing Body:** The governing body is responsible for ensuring that the school complies with its duties under equality legislation and promotes equality.
- **Headteacher and Senior Leadership Team:** The leadership team is responsible for implementing the equality policy, monitoring its effectiveness, and promoting a culture of inclusion.

- **Teachers and Staff:** All staff are responsible for adhering to the principles of this policy, ensuring that their conduct fosters an inclusive environment, and challenging any discrimination or bias.
- **Pupils:** All pupils are expected to respect each other's differences, promote equality and take action against any form of bullying or discrimination.

## 5. Equality in Practice

1. **Curriculum:** We aim to provide an inclusive curriculum that represents the diversity of Wales and the wider world. Our curriculum will:
  - Promote understanding and respect for diversity.
  - Challenge stereotypes and bias.
  - Foster a sense of belonging for all pupils.
2. **Admissions:** We are committed to fair and transparent admissions policies that do not discriminate based on any protected characteristic.
3. **Staff Recruitment and Development:** Recruitment processes will ensure equal opportunities for all, with clear policies to ensure there is no discrimination in recruitment, promotion, or staff development.
4. **Pupils with Additional Learning Needs (ALN):** We provide tailored support for pupils with disabilities and special educational needs to ensure they can access the curriculum and participate fully in school life.
5. **Anti-Bullying:** Our school takes a strong stance against bullying, including bullying related to race, gender, disability, sexual orientation, or any other protected characteristic. We will ensure clear reporting and support mechanisms for pupils who experience discrimination or harassment.

## 6. Monitoring and Evaluation

- **Data Collection:** We will collect and analyse data to monitor the progress and attainment of pupils across different groups. This will inform our actions to reduce inequalities and close any achievement gaps.
- **Feedback:** Regular consultations with pupils, staff, parents, and the wider community will take place to assess the effectiveness of the policy.
- **Review:** This policy will be reviewed annually by the governing body to ensure it remains relevant and effective in promoting equality.

## 7. Training and Awareness

We will provide training and raise awareness among staff and pupils about equality issues, ensuring all members of the school community are informed about their rights and responsibilities under this policy.

## 8. Complaints and Concerns

Any incidents of discrimination or breaches of this policy should be reported to the Headteacher. We are committed to handling complaints sensitively and in line with our school's complaints procedure.